Position Specification
Director, Compensation and Benefits

Purdue University, one of the nation’s top-ranked public research universities, seeks a senior human resources leader to join this $3.5 billion enterprise. The Director, reporting to the Vice President for Human Resources, is responsible for oversight and direction of all benefits programs for all employees and staff compensation.

University Overview
Purdue continues its long tradition of being a world-class research university and a global leader in science, technology, engineering, mathematics and agriculture disciplines. A multi-campus university with a main campus in West Lafayette, four regional campuses, and 10 statewide technology education sites, Purdue serves more than 70,000 students in 12 undergraduate colleges/schools and the Graduate School.

The University is proud of its academic achievements, student performance, and national academic rankings:

- Ranks 23rd among the nation’s public universities and 65th among all universities, according to *U.S. News & World Report*. Ranks 10th in engineering and technology, 20th in computer science, 19th in chemistry, and 47th in overall science according to the Academic Ranking of World Universities (ARWU).

- Academic departments are ranked in the Top Ten in nearly every College or School, from its number one Biological and Agricultural Engineering graduate program to the highly rated Speech Language Pathology, Aeronautics and Astronautics, and Pharmacy programs.

- Continues to attract top undergraduates; the academic quality of the freshman class at the West Lafayette campus increased for the sixth consecutive year.

- Sponsored research expenditures exceed $600 million.

Purdue developed the 2008-2014 Strategic Plan, New Synergies, to position the institution to meet the challenges of humanity, grow and create opportunity for the global economy, and enhance student learning for success in a dynamic and diverse world. The three goals include:

- **Launching tomorrow’s leaders** by enhancing student success with careers.
- **Promoting discovery with delivery** through conducting research with breakthrough outcomes and catalyzing research-based economic development and entrepreneurship.
- **Meeting global challenges** by enhancing Purdue’s presence addressing challenges of humanity.

The University employs approximately 18,200 people statewide, with 15,500 faculty and staff on the West Lafayette campus. Purdue’s annual operating budget exceeds $2 billion. The University continued its investment in its facilities and completed major construction projects in
excess of $119 million during FY2012. Additional capital investments, estimated at over $496 million, were underway or in design as of June 30, 2012.

During FY2012, the University launched the Innovation and Commercialization Center that will drive Purdue discoveries to the marketplace quicker, increase revenue for the University, and spur economic development in Indiana and the nation. The center is a key element of Purdue’s long-term initiative to support core activities at the University.

Recently, the Indiana Governor Mitch Daniels was selected as the University’s next president and will start in January 2013. His appointment was recognized as an innovative, game-changing move for Purdue as he is an advocate for economic progress through innovative research.

In addition to the University’s many academic accomplishments, Purdue’s athletic programs are home to 18 Division I/I-A NCAA intercollegiate sports teams and more than 850 student organizations. For more information on the University, please visit www.purdue.edu.

**University Governance**
The University is governed by a 10-member Board of Trustees. Three of the trustees are selected by the Purdue Alumni Association. The other seven trustees are selected by the governor. Two of the trustees must be involved in agricultural pursuits, and one must be a full-time student of the University. All trustees serve for a period of three years, except for the student member, who serves for two years.

**Human Resources Department Overview**
The Vice President, Human Resources, reporting to the Executive Vice President for Business & Finance and Treasurer, is responsible for all HR services and programs for all employees at the University. The Vice President, supported by eight directors, leads a team of just under 100 and is responsible for an operating budget of $6.4 million.

The Director reports to the Vice President and is responsible for developing, implementing and evaluating all benefits programs for all University employees and staff compensation. The Director will lead a team of 20 to 25 and be directly responsible for management of the $163 million benefits budget. As a key HR leader, the Director will be involved with the Faculty Senate’s Compensation & Benefits Committee, Administrative & Professional Staff Advisory Committee (APSAC), Clerical and Service Staff Advisory Committee (CSSAC), and periodically present to Board committees.

**Director Key Objectives**
The Director is responsible to develop and implement compensation and benefits plans that are competitive and cost effective, and properly balance the University and employees’ needs. He/she will be responsible for the following Key Objectives, which performance will be measured.

- Develop and implement innovative solutions to reverse the trend of increasing healthcare costs (costs have increased 213% since 2000; $52 million to $163 million).
- Evaluate and assess the department’s capabilities, and provide the necessary training to strengthen staff skills and, if necessary, make changes to ensure the department is more responsive and one that is recognized as innovative and best in class.
- Develop robust analytic capabilities, including financial modeling tools, to provide the necessary information to University leadership to facilitate policy decision-making relative to compensation and benefits.
- Develop a Total Rewards System and communication strategies to educate employees on the new system.
- Develop and implement a new staff compensation and performance measurement system (1970 classification system currently in use).
- Lead the search, selection and implementation of an automated compensation system.

**Qualifications and Preferences**

A Bachelor’s degree (Master’s preferred) and relevant experience in a senior compensation and benefits leadership position are required. CEBS and CCP designations are preferred. The Director must have demonstrated experience in both compensation and benefits and have:

- A track record of delivering innovative and effective approaches to compensation and benefit issues.
- Recent success in developing and implementing solutions to reduce rising health care cost.
- Experience or a learning orientation to changing technology affecting HR business processes.

While higher education experience is preferred, the University is searching for the best available HR leader and will consider candidates from industry as well as higher education institutions.

**Leadership Competencies**

The University seeks a leader that is collaborative and collegial, practicing a participative and inclusive management style. One who has the highest integrity and ethics, and is open and transparent in all communication. The Director must respect the Purdue traditions while challenging the University to continue to change and be more nimble.

The Director must have the emotional intelligence to influence and lead change in a shared governance environment. An ideal candidate will have the poise, presence and interpersonal skills to interact with a variety of constituents and stakeholders, and to establish collaborative relationships with the President, Provost, Deans, faculty, staff, department heads, students, and others.

Additionally, the Director should possess effective presentation skills and excellent written and oral communication skills. This is a highly visible position and the Director must understand and respect the requirements of operating in a public university environment.

**Quality of Life in the West Lafayette Area**

West Lafayette is a welcoming blend of a small town and the vibrancy of life offered by a major university. It’s a classic college town; over 43 percent of its population is between the ages of 20 and 24 and over 73% of the population holds at least a bachelor’s degree.

The University has played an important part in the development of Lafayette-West Lafayette, which today is a diversified community with agriculture, manufacturing, merchandising, education and transportation. West Lafayette and Purdue University collaboratively built an innovative, knowledge-based local economy that is evolving and expanding. The 650-acre Purdue Research Park is home to more than 100 high-tech companies with 2,500 employees.
and offers state-of-the-art communications infrastructure, world-class research facilities, a business incubation complex to help start-up firms.

West Lafayette residents find the perfect quality of life and experience the arts, nature, and participate in a wide variety of activities locally. Outdoor adventure includes hiking the Wabash Heritage Trail along the Wabash River. Both West Lafayette and Lafayette have created trail systems that link the cities, Purdue campus areas, residential neighborhoods, playgrounds and outlying districts. The Clegg Gardens, the Purdue Horticulture Park, and a scenic one-mile loop around Celery Bog Nature Area are also available.

Golf enthusiasts will love the courses, featuring professional designs from Pete Dye and Hale Irwin. The community is “bicycle friendly” offering bike lanes, routes and pathways. The Purdue Boilermakers athletics provide great entertainment with 18 varsity teams competing in Big Ten action.

Slayter Center is a striking outdoor performance facility that hosts Jazz on the Hill each spring. The Long Center is a community-owned venue, geared toward local non-profit performing arts. Annual events like The Nutcracker and comedian Heywood Banks draw large crowds. Home to the Lafayette Symphony and its concert season, it also hosts Purdue Bands, and many other events. Restored to its vaudeville glory in 2001-02, it’s a Lafayette gem.

West Lafayette enjoys four beautiful, diverse seasons – snowy winters; vibrant springs; warm, bright summers; and colorful falls. The city is located in north-central Indiana, just an hour from Indianapolis to the southeast, 2 hours from Chicago to the northwest, and 90 minutes from Bloomington, home of Indiana University. Indianapolis and Chicago offer full airline services with Amtrak providing train service.

**Compensation**

Compensation is designed to attract the best-qualified HR leader from the national market. Purdue provides comprehensive health care; 403(b) retirement plan (in addition to Social Security) with the University contributing 10% and the employee 4%; child care facilities; employee privileges for athletic events, recreational facilities, golf course and more; tuition fee remission for employees, spouse/same-sex domestic partners, and children.

For additional information or to submit an application, please contact:

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